

Message Text

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PAGE 01 YAOUND 01650 312325Z
ACTION SS-25

INFO OCT-01 ISO-00 SSO-00 /026 W
-----069314 312331Z /65
O 311600Z MAR 78
FM AMEMBASSY YAOUNDE
TO SECSTATE WASHDC IMMEDIATE 5087

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STADIS//////////

EXDIS

FOR AF/C FOR AMBASSADOR SMYTHE FROM CHARGE

E.O. 11652: N/QMR
TAGS: AODE, CM
SUBJ: MODE-EVALUATION OF PERSONNEL LEVELS BY CHIEF OF MISSION

REF: (A) STATE 66110, (B) 77 YAOUNDE 5160, (C) 77 STATE 277164,
(D) 1(YAOUNDE 3980, (E) 77 YAOUNDE 2989, (F) YAOUNDE 1025,
(G) 77 YAOUNDE 1450

1. SUBJECT TO CONCURRENCE AND/OR CHANGES BY AMBASSADOR SMYTHE, CURRENTLY ON CONSULTATIONS IN THE DEPARTMENT, THE FOLLOWING CONSTITUTES THE LATEST EVALUATION OF PERSONNEL LEVELS CONDUCTED BY CHARGE. ALL AGENCY HEADS HAVE BEEN CONSULTED ON ACCORDANCE WITH PROVISIONS PARA 3 REFTEL C.

2. MISSION APPRECIATES THE NECESSITY OF PERIODIC REVIEW OF PERSONNEL LEVELS IN ORDER TO EVALUATE WHETHER OR NOT REDUCTION POSSIBILITIES CAN BE IDENTIFIED. REVIEW AT THIS TIME PARTICULARLY GERMAIN IN LIGHT OF GOALS AND OBJECTIVES EXERCIZE JUST COMPLETED, UPCOMING GORM EXERCIZE AND THE BUDGET CYCLE 49:3 . WHILE REFTEL B WAS VALID IN NOVEMBER, ?UT IS BECOMING INCREASINGLY CLEAR THAT IT
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CIS IMPOSSIBLE TO ADHERE TO CURRENT PERSONNEL CEILINGS IN VIEW OF CONTINUALLY EXPANDING PROGRAMS. THEREFORE WE DO NOT BELIEVE ANY OF THE POTENTIAL CUTS PROPOSED REFTELS B, D AND E ARE ANY LONGER POSSIBLE. IN ORDER TO CARRY OUT EFFECTIVE NEW PROGRAMS, ADDITIONAL PROGRAMS AND SUPPORT PERSONNEL ARE REQUIRED EITHER WE MUST TAKE A STAND THAT WE WILL NOT DEVELOP ANY ADDITIONAL AID AND PEACE CORPS PROGRAMS IN ORDER TO HOLD TO

THE ESTABLISHED MODE CEILINGS OR WE MUST EXPAND OUR CEILINGS IN ORDER TO CARRY OUT THESE NEW PROGRAMS. THE HOST GOVERNMENT, THE MISSION AND THE RELEVANT WASHINGTON AGENCIES ALL AGREE ON THE IMPORTANCE OF EXPANDING OUR PROGRAMS, THEREFORE, IT IS CONCLUDED THAT WE MUST HAVE THE MINIMUM NUMBER ADDITIONAL PERSONNEL JUDGED NECESSARY TO CARRY OUT THESE PROGRAMS. THIS TELEGRAM IS DESIGNED TO ALERT THE DEPARTMENT OF THIS PROBLEM.

3. AID ANTICIPATES A MODE INCREASE OF SEVEN TO THIRTY-THREE (USDH, PASA, JAO). IN ADDITION TO TWO ALREADY APPROVED, THIS INCLUDES THREE IDI'S AND TWO PASA(CDC) POSITIONS. MOREOVER, IN ORDER TO CARRY OUT ADDITIONAL PRO-JECTS, AID IS TURNING MORE AND MORE TO CONTRACT PROJECT TECHNICIANS. THESE HAVE INCREASED FROM NINE IN FY 77 TO 22 BY THE END OF FY 78 TO 47 PROJECTED BY THE END OF FY 79 (REFTEL F). IN VIEW OF THE FIFTEEN PROJECTS CURRENTLY IN THE PIPELINE, SUBJECT TO AMBASSADOR'S CONCURRENCE, THESE REQUESTS APPEAR REASONABLE AND SHOULD BE APPROVED.

4. PEACE CORPS WILL PASS THE 30 PERCENT INCREASE LEVEL INDICATED REFTTEL B BY MAY 1 WITH 116 VOLUNTEERS ON BOARD. BY FY 79 THERE WILL BE AN ESTIMATED 124 PCV'S TO IMPLEMENT PRESENT PROGRAMS. WITH THE NEW EMPHASIS ON MEETING BHNS (BASIC HUMAN NEEDS) AND COLLABORATIVE EFFORTS WITH INTERNATIONAL AGENCIES AND PRIVATE VOLUNTARY ORGANIZATIONS, THE LEVEL COULD BE HIGHER. THE RULE OF THUMB OF STAFF TO VOLUNTEER LEVEL IS ONE TO TWENTY-LIMITED OFFICIAL USE

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FIVE. THERE WILL BE 12 HEALTH EDUCATION VOLUNTEERS ON BOARD BY MAY 1 WITH NO TRAINED STAFF MEMBER TO DIRECT THEIR ACTIVITIES AND THE HEALTH ACTIVITIES SECONDARY ACTIVITY OF MANY OF THE OTHER VOLUNTEERS. AID IS PLANNING A\$15 MILLION PROGRAM (MEDCAM) TO IMPROVE BASIC HEALTH SERVICES BY TRAINING INTERMEDIATE AND VILLAGE LEVEL HEALTH WORKERS. THERE MAY BE A SIGNIFICANT INPUT OF PCV'S IN THIS PROJECT. THEREFORE, PC/C IS REQUESTING AN ASSOCIATE DIRECTOR FOR HEALTH. IN VIEW OF THE ABOVE CONSIDERATIONS, SUBJECT TO THE CONCURRENCE OF THE AMBASSADOR, IT WOULD APPEAR TO BE A JUSTIFIABLE INCREASE.

5. ICA IS HOLDING FIRM AT PRESENT STAFF LEVELS. EVEN WITH IN-CREASING PROGRAMS, IT DOES NOT APPEAR THAT ANY REDUCTIONS CAN BE MADE UNLESS PROGRAMS ARE EITHER ELIMINATED OR DRASTICALLY REDUCED. IN VIEW OF THE IMPORTANT POSITION CAMEROON OCCUPIES AS A MODERATE STATE, THIS IS NOT RECOMMENDED.

6. THERE IS ALSO A NEED TO INCREASE THE PERSONNEL LEVELS WITHIN THE EMBASSY. FIRST THE FS INSPECTORS IN 1976 RECOMMENDED THAT A MIDDLE LEVEL POLITICAL OFFICER BE ASSIGNED. THIS ASSIGNMENT HAS NOT BEEN MADE AND EMBASSY REPORTING HAS SUFFERED. DUE TO THE INCREASES IN MISSION STAFF, THE DESIRE BY BOTH THE BUREAU AND THE

DEPARTMENT THAT THE AMBASSADOR TAKE A MORE ACTIVE ROLE IN MONITORING THE BUDGETS AND ACTIVITIES OF OTHER AGENCIES, AND THE IMPLEMENTATION OF FMS CREDIT LOSDAMS FY 78 AND 79; BOTH THE AMBASSADOR AND THE DCM HAVE CONSTANTLY DECREASING AMOUNT OF TIME TO SPEND ON BASIC POLITICAL REPORTING. IN ORDER TO EFFECTIVELY CARRY OUT OUR REPORTING OBLIGATIONS, THE ASSIGNMENT OF A MIDDLE LEVEL POLITICAL OFFICER IS URGENTLY REQUESTED (REFTTJ G). THE DEPARTMENT HAS JUST ANNOUNCED THAT IT IS CONSIDERING SENDING AN RSO IN JUNE. THIS WILL INCREASE OUR STAFF LEVEL BY ONE AND IF AN AMERICAN SECRETARY IS SENT FOR BOTH THE RSO AND ADMIN OFFICER, THEN THERE WILL BE ANOTHER POSITION REQUIRED.

7. THE IMPLICATIONS OF THESE STAFF INCREASES FOR THE JAO ARE SIGNIFICANT. WE ARE CURRENTLY NEGOTIATING A JAO AGREEMENT. WHILE IT IS LIMITED OFFICIAL USE

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IMPOSSIBLE TO PREDICT THE EXACT NATURE OF FINAL AGREEMENT, IT HAS BEEN INDICATED THAT AID WILL WANT THE JAO TO FURNISH LEASING, PROCUREMENT OFFICE EQUIPMENT AND RESIDENTIAL FURNITURE, MAINTENANCE, CUSTOMS ENTRY AND ALL VISAS AND LICENSES. AT A MINIMUM THIS WILL REQUIRE ADDITIONAL TWO AMERICANS AND 12 TO 14 FSLE'S. IN ORDER TO HOLD THE LINE ON DIRECT HIRE EMPLOYEES, THE EMBASSY IS WILLING TO CONSIDER GOING TO A RECREATION ASSOCIATION CONTRACT SIMILAR TO THE ARRANGEMENT IN KINSHASA. HOWEVER, WE WILL NOT EVEN CONSIDER SUCH AN ARRANGEMENT UNLESS WE HAVE AN EXPERIENCED CONTRACTING OFFICER TO WORK OUT THE NECESSARY ARRANGEMENTS AND MONITOR THE CONTRACT.

8. THUS, SUBJECT TO THE CONCURRENCE OF THE AMBASSADOR, THE EMBASSY WILL REQUEST A PERSONNEL INCREASE OF FIVE AMERICANS(RSO, POL, SECTY, 2 GSO'S AND 12 TO 14 FSLE'S).

9. CNNCLUSION: IN ADDITION TO AN EVALUATION OF PERSONNEL LEVELS. THIS MESSAGE SHOULD BE READ AS A PRELIMINARY RESPONSE TO THE GORM AND BUDGETARY EXERCISES CURRENTLY UNDERWAY. WHILE ALL AGENCIES HAVE THOROUGHLY EXAMINED THEIR PERSONNEL LEVELS WITH A VIEW TO POTENTIAL REDUCTIONS, IT HAS BEEN CONCLUDED THAT INCREASES WILL BE NECESSARY IN EVERY AGENCY EXCEPT ICA IN ORDER TO CONTINUE CARRYING OUT EFFECTIVELY THE CONSTANTLY EXPANDING PROGRAMS. FURTHER ANALYSIS AND JUSTIFICATION WILL FOLLOW IN GORM AND INDIVIDUAL AGENCY BUDGETARY SUBMISSIONS.

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Message Attributes

Automatic Decaptioning: Z
Capture Date: 01 jan 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 31 mar 1978
Decaption Date: 20 Mar 2014
Decaption Note: 25 YEAR REVIEW
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 20 Mar 2014
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1978YAOUNDE01650
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Expiration:
Film Number: D780141-0172
Format: TEL
From: YAOUNDE
Handling Restrictions:
Image Path:
ISecure: 1
Legacy Key: link1978/newtext/t1978031/aaaaaahf.tel
Line Count: 162
Litigation Code IDs:
Litigation Codes:
Litigation History:
Locator: TEXT ON-LINE, ON MICROFILM
Message ID: 62eb80b7-c288-dd11-92da-001cc4696bcc
Office: ACTION SS
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: STADIS, EXDIS
Original Previous Classification: n/a
Original Previous Handling Restrictions: STADIS
Page Count: 3
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: STADIS, EXDIS
Reference: 78 STATE 66110, 77 YAOUNDE 5160, 77 STATE 277164, 77 YAOUNDE 2989
Retention: 0
Review Action: RELEASED, APPROVED
Review Content Flags:
Review Date: 28 apr 2005
Review Event:
Review Exemptions: n/a
Review Media Identifier:
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 3094428
Secure: OPEN
Status: NATIVE
Subject: MODE-EVALUATION OF PERSONNEL LEVELS BY CHIEF OF MISSION
TAGS: AODE, CM
To: STATE
Type: TE
vdkgvwkey: odhc://SAS/SAS.dbo.SAS_Docs/62eb80b7-c288-dd11-92da-001cc4696bcc
Review Markings:
Sheryl P. Walter
Declassified/Released
US Department of State
EO Systematic Review
20 Mar 2014
Markings: Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014